



USA Triathlon High School Talent ID Scout Job Description

High School Talent Scouts are a brand-new volunteer position that will assist in the development, growth, and operations of high school club triathlon at the state level. Scouts will manage their state in a fashion that is consistent across the board so that the base duties are understood and supported. They will not only recruit their teams to help build the programs but will motivate and support them with concepts that are proven to help drive interest. Some states will require more Talent Scouts to support the programs in those respective areas depending on the size and density of the state.

Talent Scouts have the luxury of determining priorities around workload and customization based on respective state needs. That includes finding other Co-Talent Scouts or Assistant Talent Scouts to help them carry out their roles. By keeping this process fluid, we can create the most ideal setup for the state.

Talent Scout Duties:

- **Build their leadership team** – however small or large. This means creating a working team to help in cities where they are not. For example, a lead might be in Chicago and have a team member in Champaign who assists local clubs to form by using the documents provided. Note, they could have team members in four to five other key IL locations. Working teams should include members from historically underrepresented communities as part of USA Triathlon’s commitment to diversified growth.
- **Locate individuals** to start high school aged clubs in local geographic areas, but not associated with a specific high school. Forming “area clubs” allows the sport to grow among high school aged athletes and increases participation. After years of growth, that area team may then choose to go to the high schools that the team members attend to create a high school specific club/s. Key here is leveraging our existing coaches who might not necessarily have interest in helping but know of parents who might AND who might have kids who want to engage.
- Over time, **work with high school individual sport coaches and athletic directors** in the state and create long-standing relationships to help share communications to students about the opportunity to do triathlon in high school.



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- **Identify** kids with a desire to compete in super sprint/sprint non-draft racing. This is not about poaching high end runners and swimmers but, in many ways, kids who are looking to have fun and perhaps have not had success at other programs and single sports in their high schools. It is about creating opportunities for entry level athlete integration with our sport. Home schooled athletes are included in this push as well. USAT's High Performance Team is managing the top end recruitment for USAT so this will not be about creating a high-end racing team. This will best be done through parents but also through RDs, YMCA's, Community Groups with whom you can create learn about ways to educate others on these club programs.
- **Assist** in securing events for high school aged athletes at low registration fee level. Could be a stand-alone high school race or a high school wave in conjunction with an adult or youth race. USAT can assist in contacting your state's events as needed.
- **Identify** high school single sport clubs and introduce them to multisport (Swim, Bike, Run, clubs and even team sports such as soccer, basketball as multisport is a great cross training off season activity).
- **Work with USAT on various marketing and promotional** messaging we can do in various youth markets through our marketing and communications division.
- **Work with USAT members who can donate** product and create relationship with other retailers who can provide discounts for high school triathlon (run/swim/bike shops). We would start with adult clubs in these states as well as Team USA members to spark donations.
- Once a new club has been created, **work with the local club leader to Identify parents who can help fund raise** money for the club and be engaged with the club around operational functions. This should cover some base costs of pool time, event registrations, team kits and other items that need to be done from the start.
- **Identify running and swimming events** that happen in the state and share information with them about multisport club. If time allows, a member of the talent scout's team is encouraged to attend local events as well.



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- **Work with USAT coaches to support athlete combines** – our virtual combines that anyone can do at their local high school, or the in-person combines we are doing in key cities to assist local NCAA programs with recruitment.
- **Help local club leads with the creation of fun indoor triathlons at schools and health clubs or swim-run events in pools and on tracks.** These are a recruitment option for kids to sample the sport without any intimidation.
- **Push the local club leads to create volunteer networks inside of their communities** – they will be responsible for working with other clubs in the community – swim, bike, run, soccer and others. The push will be more education based so that any concerns of poaching are not mistaken or misinterpreted. These same local volunteers will also work closely with area YMCAs, YWCAs, PALs, Parks and Rec, community-based organizations, community pools and another places where kid/parent activity exists.
- **Review USAT’s “How to” documents and other promotional material needed at the grassroots level of doing various activities in support of high school triathlon programs.**
- **Attending monthly talent scout calls** where concepts can be shared and improved upon, both among talent scouts and USA Triathlon program administration.

Talent scouts should have many of the following attributes:

- Passion for multisport and its growth among high school athletes.
- Strong organizational and leadership skills.
- The ability to speak to potential athletes, club leaders, and event directors to motivate them to join the sport.

Time Commitment:

- Varies depending on season and on the number of individuals within the scout’s working team (in the range of 10-40 hours a month). Time will be greater during development and less once the teams are in place.
- Attend monthly talent scout meetings.

Apply: https://forms.office.com/Pages/ResponsePage.aspx?id=H84Z7JDPIEyFnqOiUuUDv5W05U28xMdljumO908_EMZUNDNKT0hDMUVTNUZQQ0ZBQUwySkIXNVRHRS4u